US Army
Corps of Engineers

People Committee

IMB Update

18 December 2001

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People Committee Member

- **Kristine L. Allaman**
  CEMP-I
- **Christina M. Baysinger**
  CERE-C-WR
- **Stephen E. Browning**
  CESPD-MT
- **Dr. Susan L. Duncan**
  CEHR-Z
- **Linda D. Garvin (Chair)**
  CERE-Z
- **Joyce Gebhardt**
  CERE-R-PD
- **Jan L. Gonzales**
  CELRP-OR-MA
- **Michael C. Kingsley**
  CESA-P
- **Cynthia Kitchens**
  CESWT-EC-ER
- **Julie Marcy**
  CEMVK-SP
- **Francis N. Nurthen**
  CEHR-D
- **Dr. Michael J. O'Connor**
  ERDC-GSL-MS
- **Frank J. Oliva**
  CEPOD-CW
- **COL Robert L. Suthard, Jr.**
  CESWT-DE

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USACE Campaign Plan

- People Objectives:
  - attract and retain a world class work force (People Committee)
  - create a culture of learning and empowerment (Learning Advisory Board)
  - develop leaders at all levels (Learning Advisory Board)

USACE Campaign Plan Strategy Integration "

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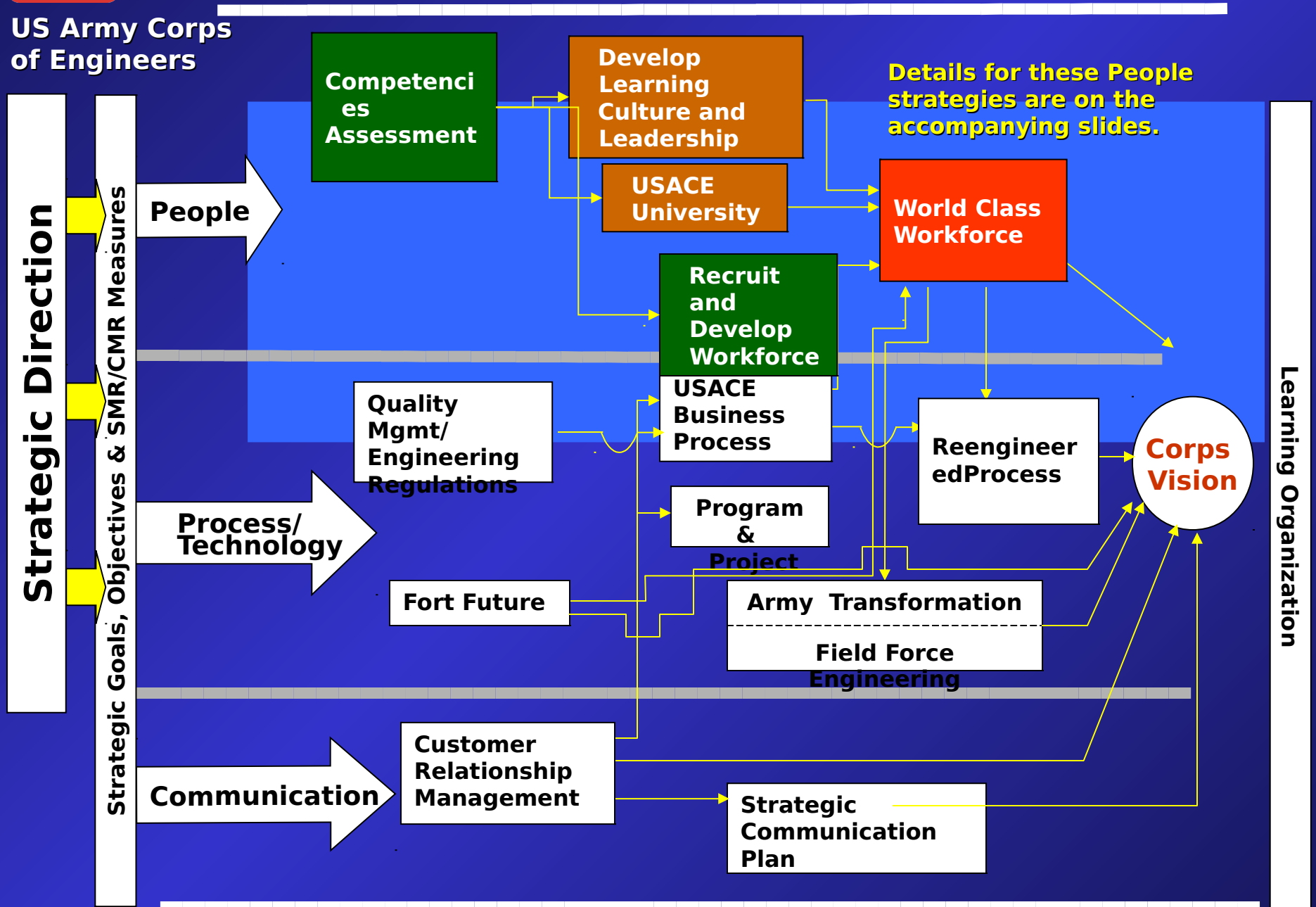

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Competencies Assessment

- Defining the relationship between:
  - =division capability assessments,
  - =METL assessments and
  - =CW strategic workforce initiative
- Integrate these efforts
- Close the gap between current competencies and required future competencies

LAB
Develop Learning Culture and Leadership

- Develop doctrine
- Create USACE University
- Review/refocus leadership competency interview
- Review PROSPECT program and redesign PDSC
- Implement CorpsPath

LAB
USACE University

Establish USACE University (with the Schools of Leadership, Business and Technical Excellence)

Recruit and Develop Workforce

- Workforce planning
- Retention & development strategies
- Corporate recruitment
- Existing systems changes to maximize effectiveness
- Legislative initiatives

The World's Premier Public Engineering Organization

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Competency Assessments

- **Integrate ongoing efforts:**
  - ROS
  - METL
  - Capable Workforce
  - CW strategic workforce planning initiative (LMI competency review)
  - Other efforts??
- **Drives:**
  - Recruitment strategies
  - Training and development needs
  - Retention needs
  - Ability to accomplish mission (current and future)
  - Funding requirements
  - The future

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Attract, Retain and Develop

Actions Underway:

- USACE Leadership Development Programs Matrix
- Emerging Leaders Web Page
- Partnering with universities
- Recruitment Outreach Programs
- Emerging Leaders Survey
- Personnel System and Legislative Changes

Program and Project Management Plans

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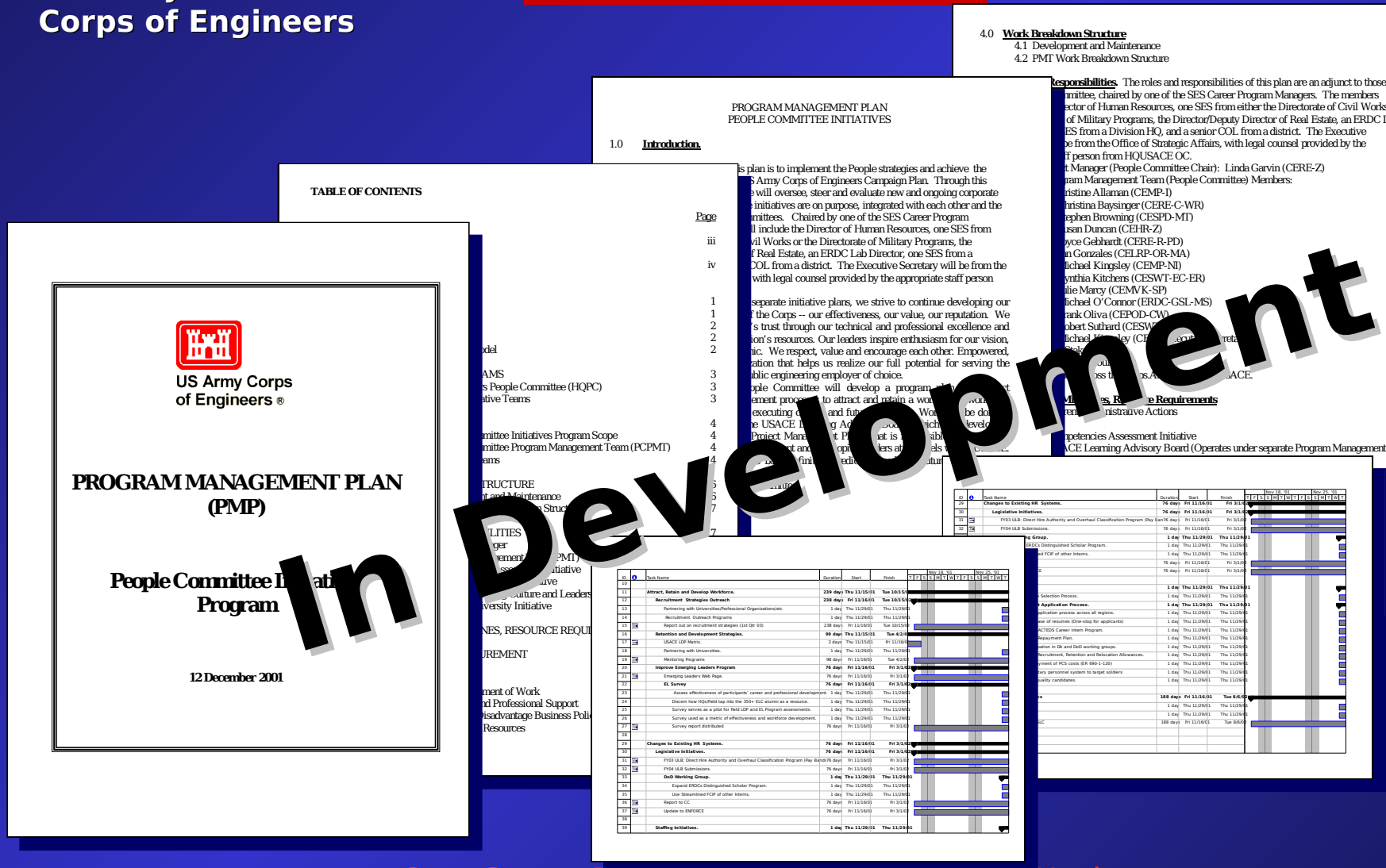

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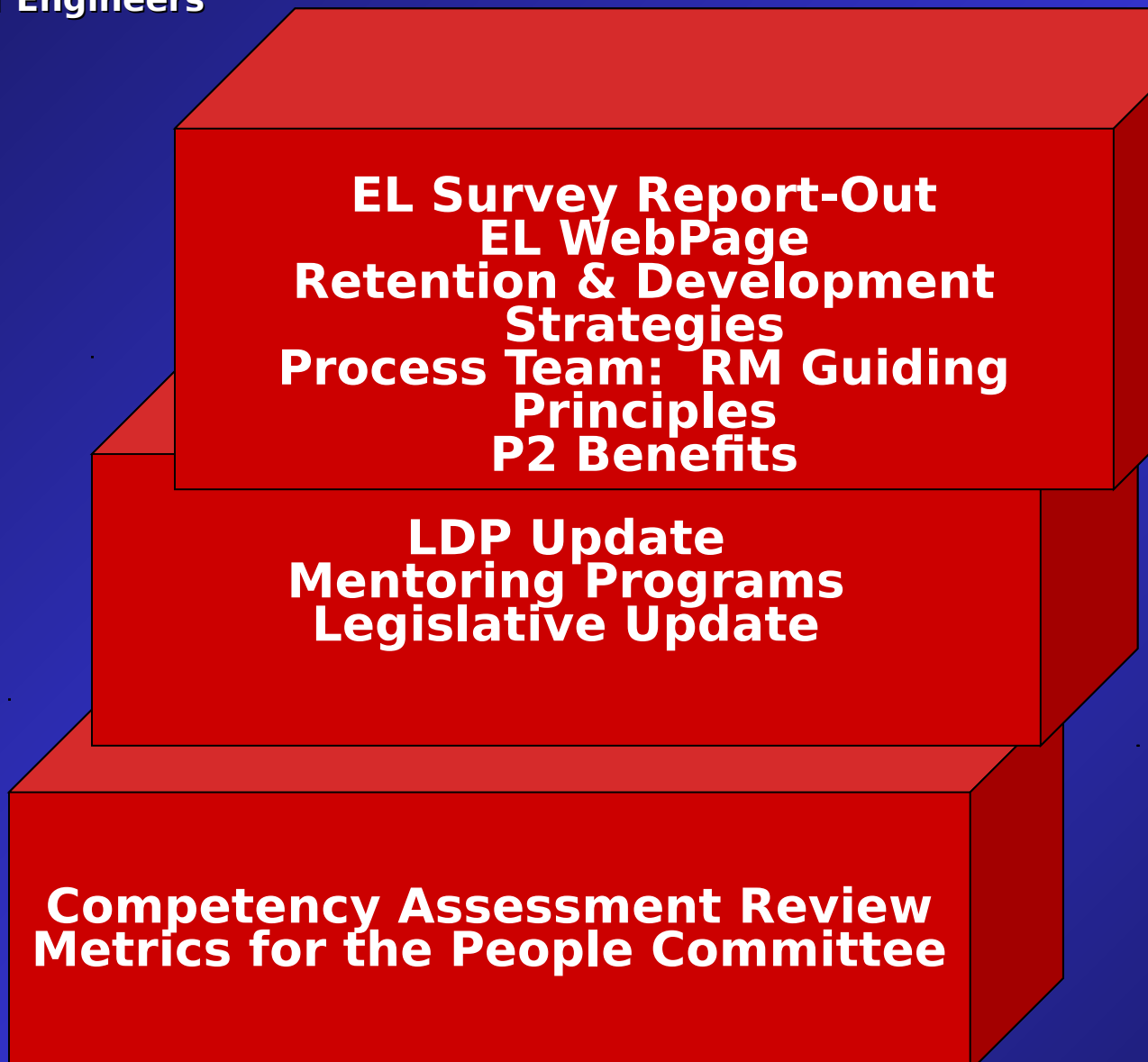
Future Actions



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